EXHIBIT M

From: Barbara Gentner [BGentner@HOM.ORG]

Sent: 1/12/2024 3:18:47 PM

To: Barbara Gentner [BGentner@HOM.ORG]

Subject: FW: SCA Comparison, attached

Attachments: SCAs 12 16 16.xlsx

From: "Barbara Gentner" < BGentner@HOM.ORG>

Date: 12/16/2016 at 01:19 pm

To: "Jeffrey Ratich" < jratich@HOM.ORG>

Subject: SCA Comparison, attached

Hi Jeff,

Please review attached spreadsheet. Except for RNs and the Arbor Hospice Aides, we really only addressed employees that were below the range. We hope to get others closer to the full market value as we are financially able.

It's only one source, but I did find some Chaplain market info from <u>Salary.com</u>. (It doesn't appear that ASE has Chaplain data.)



Chaplain - Healthcare Salaries in Detroit, Michigan

Alternate Job Titles: Chaplain - Healthcare

What is the average Chaplain - Healthcare salary for Detroit, MI?

How much does a Chaplain - Healthcare in Detroit, MI make? The median annual Chaplain - Healthcare salary in Detroit, MI is \$54,781, as of November 30, 2016, with a range usually between \$49,358-\$60,123 not including bonus and benefit information and other factors that impact base pay. However, the salary for someone with the title Chaplain - Healthcare may vary depending on a number of factors including industry, company size, location, years of experience and level of education. Our team of Certified Compensation Professionals has analyzed survey data collected from thousands of HR departments at companies of all sizes and industries to present this range of annual salaries for people with the job title Chaplain - Healthcare in Detroit, MI.

Thanks.

Regards,

Barb Gentner, PHR, SHRM-CP | Sr. Specialist, Human Resources

Hospice of Michigan

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				Location	Hourly	Annualize	Comp	Total	HOM	Pre HOM/							
Last Name	First Name	Job Title Description	Hire/Rehire	Description	Rate	d	Ratio	YoE	YoS	AH YoE	Grade I	Minimum	FMV	Maximum		FTE	Structure
O'Brien	Mark	Spiritual Care Advisor, Ludington	06/06/2016	Ludington	\$22.86	\$47,548.80	.87	8.19	8.19	0	Grade9 \$	\$19.76	\$26.32	\$32.88	\$41,100.00 \$54,750.00 \$54,750.00	1.0	1
Hagan	Rosemary	Spiritual Care Advisor, Trav City	08/16/2010	Traverse City	\$22.47	\$46,737.60	.85	18.00	14.00	4	Grade9 \$	\$19.76	\$26.32	\$32.88	\$41,100.00 \$54,750.00 \$54,750.00	0	1
Krause	Kenneth	Spiritual Care Advisor, Big Rapids	06/11/2012	Big Rapids	\$22.47	\$46,737.60	.85	18.18	12.18	6	Grade9 \$	\$19.76	\$26.32	\$32.88	\$41,100.00 \$54,750.00 \$54,750.00	0.0	1
White	Ronald	Spiritual Care Advisor, Trav City	03/02/2009	Traverse City	\$23.00	\$47,840.00	.87	23.46	15.46	8	Grade9 \$	\$19.76	\$26.32	\$32.88	\$41,100.00 \$54,750.00 \$54,750.00	1	1
Hartman Stuart	Martha	Spiritual Care Advisor, Alpena	01/19/1999	Alpena	\$22.86	\$47,548.80	.87	27.58	25.58	2	Grade9 \$	\$19.76	\$26.32	\$32.88	\$41,100.00 \$54,750.00 \$54,750.00	1	1
Ferguson Patton	Kaye	Spiritual Care Advisor, Big Rapids	02/15/2016	Big Rapids	\$22.86	\$47,548.80	.87	28.50	8.50	20	Grade9 \$	\$19.76	\$26.32	\$32.88	\$41,100.00 \$54,750.00 \$54,750.00	.6	1
Ross	Walter	Spiritual Care Advisor, Cadillac	08/15/2011	Cadillac	\$22.86	\$47,548.80	.87	30.74	13.01	17.73	Grade9 \$	\$19.76	\$26.32	\$32.88	\$41,100.00 \$54,750.00 \$54,750.00	1.0	1
Sereno	Joseph	Spiritual Care Advisor, Gaylord	03/02/2015	Gaylord	\$22.86	\$47,548.80	.87	33.62	9.46	24.16	Grade9 \$	\$19.76	\$26.32	\$32.88	\$41,100.00 \$54,750.00 \$54,750.00	1.0	1
Sundin	Frances	Spiritual Care Advisor, Alpena	10/12/2015	Alpena	\$22.86	\$47,548.80	.87	41.84	8.84	33	Grade9 \$	\$19.76	\$26.32	\$32.88	\$41,100.00 \$54,750.00 \$54,750.00	0.0	1
Weaver	Michael	Spiritual Care Advisor, Grand Rapids	09/28/2015	Grand Rapids	\$23.02	\$47,881.60	.82	13.63	8.88	4.75	Grade9 \$	\$21.15	\$28.20	\$35.24	\$44,000.00 \$58,650.00 \$58,650.00	0.0	II
Lamport	Cheryl	Spiritual Care Advisor, Grand Rapids	11/26/2001	Grand Rapids	\$23.76	\$49,420.80	.84	32.73	22.73	10	Grade9 \$	\$21.15	\$28.20	\$35.24	\$44,000.00 \$58,650.00 \$58,650.00	1	II
	-																
Maurer	Raymond	Spiritual Care Advisor - Arbor Hospice	08/04/2014	Arbor Hospice	\$22.83	\$47,486.40	.75	10.03	10.03	0	Grade9 \$	\$22.93	\$30.58	\$38.22	\$47,700.00 \$63,600.00 \$63,600.00	1.0	III
Foster	Elizabeth	Spiritual Care Advisor - Arbor Hospice	06/30/2010	Arbor Hospice	\$22.83	\$47,486.40	.75	14.13	14.13	0	Grade9 \$	\$22.93	\$30.58	\$38.22	\$47,700.00 \$63,600.00 \$63,600.00	1.0	III
Brokaw	Timothy	Spiritual Care Advisor - Arbor Hospice	09/12/2005	Arbor Hospice	\$22.83	\$47,486.40	.75	18.93	18.93	0	Grade9 \$	\$22.93	\$30.58	\$38.22	\$47,700.00 \$63,600.00 \$63,600.00	1.0	III
Smith	Cheryl	Residence - Spiritual Care	01/22/2001	Arbor Hospice	\$25.76	\$53,580.80	.84	23.57	23.57	0	Grade9 9	\$22.93	\$30.58	\$38.23	\$47,694.40 \$63,606.40 \$63,606.40	1.0	III
Jobe Kerwin	Therese	Spiritual Care Advisor, Oakland South	03/14/2011	Oakland South	\$25.02	\$52,041.60	.82	16.93	13.43	3.5	Grade9 \$	\$22.93	\$30.58	\$38.22	\$47,700.00 \$63,600.00 \$63,600.00	1.0	III
Warnshuis	John	Spiritual Care Advisor, Detroit	02/11/2008	Detroit	\$25.59	\$53,227.20	.84	19.93	16.52	3.41	Grade9 9	\$22.93	\$30.58	\$38.22	\$47,700.00 \$63,600.00 \$63,600.00	1	III
Nitchie	Ronald	Spiritual Care Advisor, Ann Arbor	05/03/2010	Ann Arbor	\$25.59	\$53,227.20	.84	20.37	14.29	6.08	Grade9 9	\$22.93	\$30.58	\$38.22	\$47,700.00 \$63,600.00 \$63,600.00	1	III
Easlick	Robert	Spiritual Care Advisor, Macomb	06/21/2010	Macomb	\$25.21	\$52,436.80	.82	34.16	14.16	20	Grade9 9	\$22.93	\$30.58	\$38.22	\$47,700.00 \$63,600.00 \$63,600.00	1	III
Kuykendall	Marie	Spiritual Care Advisor, Oakland North		Oakland North		\$53,580.80			24.70		Grade9			\$38.22	\$47,700.00 \$63,600.00 \$63,600.00		III
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						Rate of Pay Prior to 01/17/18 increase 01/07/18 increase									07/07/19 Increase 7/11/21 Report										09/26/21 increase 12/20/22 Rate																
Last Name First Na	me Position Tau	n Region	FTE for Annual Calculations; FTE Cig= 2	Hira Date Term Dat	Not incl	Ye luded in Expe Increase of C	erience as 1 0100113 Inc	1/7/15 Con		ANNUALIZED (Hourly "2000)		of 01/07/18	new hourly	Calculations)	ANNUALIZED (Hourly "2000)	Not included in EFET/19 Increase	of \$71\$7719	New Hourly	Calculations)	ANNUALIZED (fourly '2000)	Resson Not included on Original \$711.01 Report	of 7/11/21	of 7/11/21	Report Hourly	Annual (with Contingent = 2 FTE for Calculations)	94ourly *2000)	Not included in 05/05/21 increase	of 99/26/21	9/29/21 Increase.	92521 New Annual (with Confingent = 2 FTE for Calculations)	09/20/21 New ANNUALIZED (Hourly '2000)	Not included in a 12/20/22 Report	Calculated Years of Experience as of 12/29/22	12/30/22 Rate	12/20/22 Annual (with Contingent = 2 FTE for Calculations)	ANNUALIZED	Total Yes of Exper	Yrs of Exper prior to HOM	12/20	Total Yrs of Exper as of '22 01/10/24	HOM YoS (Current EEs, as of 01/10/24)
Lamport Cheryl	Spiritual Care Advisor Grand Rep	ods SW	1.0 1.0	11/26/01 07/04/2	n		26.1	23.76	49,420.80	49,420.80		26.1	24.24	50,419.20	50,419.20		27.6	24.73	51,438.40	51,438.40		29.6	29.64	24.73	51,438.40	51,438.40	Termed before					Termed before					32.1	10.00	12/20		21.1
Bennink Mark	Spiritual Care Advisor Grand Rag	oids SW	1.0 1.0	07/19/21	Hired	dather					Hired after					Hired after					Hired after							22.8	25.48	52,998.40	52,998.40		23.99	25.48	52,998.40	52,998.40	25.0	22.57	12/20		1.4
Weaver Michael	Spiritual Care Advisor Muskegon	SW	1.0 1.0	09/28/15			7.0	23.02	47,881.60	47,881.60		7.0	23.49	48,859.20	48,859.20		8.5	23.96	49,836.80	49,836.80		10.5	10.54	23.96	49,836.80	49,836.80		10.8	24.68	51,334.40	51,334.40		11.98	24.68	51,334.40	51,334.40	13.0	4.75	12/20		7.2
Easlick Robert	Spiritual Care Advisor Arbor Can	trail SE	0.8 0.8	06/21/10			27.6 2	25.21	41,549.44	52,436.80		27.6	25.72	42,798.08	53,497.60		29.0	26.24	43,663.36	54,579.20		31.1	31.06	26.24	43,663.36	54,579.20		31.3	27.03	44,977.92	56,222.40		32.51	27.03	44,977.92	56,222.40	33.6	20.00	12/20		12.5
Hogans Jr Robert	Spiritual Care Advisor Dearborn	SE	1.0 1.0	01/17/21	Hired	dater					Hired after					Hired after						29.2	29.23	26.64	55,411.20	55,411.20		29.4	27.44	57,075.20	57,075.20		30.67	27.44	57,075.20	57,075.20	31.7	28.75	12/20		1.9
Foster Elizabeth	Spiritual Care Advisor Arbor Hos	pioe SE	0.0 0.2	06/30/10 05/09/1	18		24.5 2	24.63	10,246.08	51,230.40		24.5	26.11	10,861.76	54,308.80	Termed before					Termed before						Termed before					Termed before					30.5	17.00	12/20		12.5
Kuykendall Marie	Spiritual Care Advisor Arbor Cen	trail SE	0.0 0.2	12/09/99 06/10/2	10		28.1 2	25.76	10,716.16	53,580.80		28.1	26.28	10,932.48	54,662.40		29.6	26.81	11,152.96	55,764.80	Termed before						Termed before					Termed before					34.1	10.00	12/20		23.0
Smith Cheryl	Spiritual Care Advisor Arbor Cen	trail SE	1.0 1.0	01/22/01 05/02/1	18		24.0 2	25.76	53,580.80	53,580.80		24.0	26.28	54,662.40	54,662.40	Termed before					Termed before						Termed before					Termed before					30.0	7.00	12/20		21.9
Reitz Mark	Spiritual Care Advisor Oakland N	lorth SE	1.0 1.0	00/21/22	Hired	dater					Hired after					Hired after					Hired after						Hired after						17.87	27.44	57,075.20	57,075.20	18.9	17.04	12/20		0.8
Brokaw Timothy	Spiritual Care Advisor Arbor Wes	tern Wi SE	1.0 1.0	09/12/05 07/27/1	19		22.3	24.80	51,584.00	51,584.00		22.3	26.28	54,662.40	54,662.40		23.8	26.81	55,764.80	55,764.80	Termed before						Termed before					Termed before					28.3	10.00	12/20		17.3
Maurer Raymond	Spiritual Care Advisor Arbor Wes	t SE	1.0 1.0	08/04/14			19.4 2	24.63	51,290.40	51,230.40		19.4	26.11	54,338.80	54,308.80		20.9	26.64	55,411.20	55,411.20		22.9	22.94	26.64	55,411.20	55,411.20		23.2	27.44	57,075.20	57,075.20		24.38	27.44	57,075.20	57,075.20	25.4	16.00	12/20		8.4
Waters Patrick	Spiritual Care Advisor Arbor Cen	trail SE	0.0 0.2	06/18/18 07/25/2							Hired after						20.0	26.11	10,861.76	54,308.80	Termed before						Termed before					Termed before					24.6	18.99	12/20		4.5
Noel Keren	Spiritual Care Advisor Oakland S	outh SE	0.0 0.2	08/16/21	Hired	dater					Hired after					Hired after					Hired after							17.6	27.44	11,415.04	57,075.20		18.85	27.44	11,415.04	57,075.20	19.9	17.50	12/20		1.3
Nitchie Ronald	Spiritual Care Advisor Arbor Sali	ne SE	1.0 1.0	05/03/10			13.8 2	25.59	53,227.20	53,227.20		13.8	26.11	54,308.80	54,308.80		15.3	26.64	55,411.20	55,411.20		17.3	17.28	26.64	55,411.20	55,411.20		17.5	27.44	57,075.20	57,075.20		18.72	27.44	57,075.20	57,075.20	19.8	80.8	12/20		12.6
Warnshuis John	Spiritual Care Advisor Arbor Wes	dern Wi SE	1.0 1.0	02/11/08			13.3	25.59	53,227.20	53,227.20		13.3	26.11	54,308.80	54,308.80		14.8	26.64	55,411.20	55,411.20		16.8	16.83	26.64	55,411.20	55,411.20		17.0	27.44	57,075.20	57,075.20		18.28	27.44	57,075.20	57,075.20	19.3	3.41	12/20		14.9
Hampton Renee	Spiritual Care Advisor Arbor Can	trail SE	0.0 0.2	03/15/21	Hired						Hired after					Hired after						13.6	13.57	26.64	11,082.24	55,411.20		13.8	27.44	11,415.04	57,075.20		15.02	27.44	11,415.04	57,075.20	16.1	13.25	12/20		1.8
Coffman Mark	Spiritual Care Advisor Macomb	SE	1.0 1.0	09/09/19	Hired	dather					Hired after					Hired after						10.9	10.91	25.50	53,640.00	53,040.00		11.1	26.27	54,641.60	54,641.60		12:35	26.27	54,641.60	54,641.60	13.4	9.07	12/20		3.3
Imber Timothy	Spiritual Care Advisor Macomb	SE	0.0 0.2	12/04/17 04/06/1	19		4.6 2	23.50	9,776.00	48,880.00		46	23.50	9,776.00	48,880.00	Termed before					Termed before						Termed before					Termed before					10.6	4.49	12/20		5.0
Baird Rachel	Spiritual Care Advisor Oakland S	outh SE	1.0 1.0	06/05/17			43 2	23.00	47,840.00	47,840.00		43	23.46	48,796.80	48,796.80		5.7	23.93	49,774.40	49,774.40		7.8	7.76	23.93	49,774.40	49,774.40		8.0	24.65	51,272.00	51,272.00		9.21	24.65	51,272.00	51,272.00	10.3	3.66	12/20		5.5
Norber Jennifer	Spiritual Care Advisor Oakland N	lorth SE	0.8 0.8	01/06/20 08/04/2	12 Hired	darber					Hired after					Hired after		23.84				2.6	2.59	23.84	39,669.76	49,587.20		2.8	24.56	40,867.84	51,084.80		4.04	25.00	41,600.00	52,000.00	5.1	1.08	12/20	22 4.0	3.0
White Ronald	Spiritual Care Advisor Traverse 0	Day NO, TO	1.0 1.0	03/02/09			16.9 2	23.00	47,840.00	47,840.00		16.9	23.46	48,796.80	48,796.80		18.4	23.93	49,774.40	49,774.40		20.4	20.37	23.93	49,774.40	49,774.40		20.6	24.65	51,272.00	51,272.00		21.81	24.65	51,272.00	51,272.00	22.9	8.00	12/20		13.8
Hagan Roseman	y Spiritual Care Advisor Traverse 0	Day NO, TO	0.0 0.2	08/16/10 09/01/2	10		11.4 2	22.47	9,347.52	46,737.60		11.4	22.92	9,534.72	47,673.60		12.9	23.38	9,726.08	48,630.40	Termed before						Termed before					Termed before					17.4	4.00	12/20		12.4
Jenks Diane	Spiritual Care Advisor Traverse 0	Day NO, TO	0.5 0.5	11/16/20	Hired	dater					Hired after					Hired after						8.6	8.65	23.38	24,315.20	48,630.40		8.9	24.09	25,053.60	50,107.20		10.09	24.09	25,053.60	50,107.20	11.2	8.00	12/20	22 10.1	2.1
Sundin Frances	Spiritual Care Advisor Alpena	NO	0.0 0.2	10/12/15 09/14/1	13		35.2 2	22.86	9,509.76	47,548.80		35.2	23.32	9,701.12	48,505.60	Termed before					Termed before					ĺ	Termed before	1				Termed before	40.19				41.3	33.00	12/20		7.2
Sereno Joseph	Spiritual Care Advisor Gaylord	NO	1.0 1.0	03/02/15			27.0 2	22.86	47,548.80	47,548.80		27.0	23.32	48,505.60	48,505.60		28.5	23.79	49,483.20	49,483.20		30.5	30.52	23.79	49,483.20	49,483.20		30.7	24.51	50,980.80	50,980.80		31.97	24.51	50,980.80	50,980.80	33.0	24.16	12/20		7.8
O'brien Mark	Spiritual Care Advisor Ludington	NO	0.0 0.0	06/06/16			27.0 2	22.86	28,529.28	47,548.80		27.0	23.32	29,103.36	48,505.60		28.5	23.79	29,689.92	49,483.20		30.5	30.51	23.79	29,689.92	49,483.20		30.7	24.51	30,588.48	50,980.80		31.95	24.51	30,588.48	50,980.80	33.0	25.41	12/20		6.5
Ruby David	Spiritual Care Advisor Charlevoix	. NO	1.0 1.0	02/21/22	Hired	dather					Hired after					Hired after					Hired after						Hired after						23.48	24.51	50,980.80	50,980.80	24.5	22.65	12/20	22 23.5	0.8
Ross Water	Spiritual Care Advisor Cadillac	NO	1.0 1.0	08/15/11			24.1 2	22.86	47,548.80	47,548.80		24.1	23.32	48,505.60	48,505.60		25.6	23.79	49,483.20	49,483.20		27.6	27.64	23.79	49,483.20	49,483.20		27.9	24.51	50,980.80	50,980.80		29.09	24.51	50,980.80	50,980.80	30.1	17.73	12/20	22 29.1	11.4
Ferguson Pv Keye	Spiritual Care Advisor Big Rapids	NO NO	0.6 0.6	02/15/16 01/29/2	12		21.9 2	22.86	28,529.28	47,548.80		21.9	23.32	29,103.36	48,505.60		23.4	23.79	29,689.92	49,483.20		25.4	25.41	23.79	29,689.92	49,483.20		25.6	24.51	30,588.48	50,980.80		26.85	23.79	29,689.92	49,483.20	27.9	20.00	12/20	22 26.8	6.8
Hartman Stu Martha	Spiritual Care Advisor Alpena	NO	1.0 1.0	01/19/99			21.0 2	22.86	47,548.80	47,548.80		21.0	23.32	48,505.60	48,505.60		22.5	23.79	49,483.20	49,483.20		24.5	24.49	23.79	49,483.20	49,483.20		24.7	24.51	50,980.80	50,980.80		25.93	24.51	50,980.80	50,980.80	27.0	2.00	12/20	22 25.9	23.9
Hoffman Laura	Spiritual Care Advisor Alpena	NO	0.0 0.2	01/28/19 09/28/1	19 Hired	dather					Hired after						18.7	23.79	9,896.64	49,483.20	Termed before						Termed before					Termed before					23.2	18.25	12/20	22 22.1	3.9
Krause Kenneth	Spiritual Care Advisor Big Rapids	i NO	0.0 0.2	06/11/12 05/23/2	H		11.6 2	22.47	9,347.52	46,737.60		11.6	22.92	9,534.72	47,673.60		13.1	23.38	9,726.08	48,630.40	Termed before						Termed before					Termed before					17.6	6.00	12/20	22 16.5	10.5
Datema Steven	Spiritual Care Advisor Gaylord	NO.	0.0 0.2	06/04/18 01/29/2	12 Hired	dather					Hired after						13.0	22.92	9,534.72	47,673.60		15.0	15.02	23.38	9,726.08	48,630.40		15.2	24.09	10,021.44	50,107.20		16.47	24.51	10,196.16	50,980.80	17.5	11.92	12/20		4.5
Bass Andrea	Spiritual Care Advisor Big Rapids	NO NO	0.6 0.6	10/17/22	Hired	dather					Hired after					Hired after					Hired after						Hired after						6.10	23.00	28,704.00	47,840.00	7.2	5.92	12/20	22 6.1	0.2

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						Rate of Pa	ay Prior to 01	1/17/18 Increase	se 01/07/18 increase 07/07/19 increase									7/11/21 Report									09/26/21 increase 12/20/22 Rate														
Last Name First N		Region FTE	III for Annual Iniculations; Cig = 2 Here Date Te		Not included in 01.07/18 increase	Experience as of 01/07/18	1/7/18 Increase	01/07/18 New Annual (with Contingent = .2 FTE for Culculations)	ANNUALIZED (Hourly "2000)	Not included in 01/07/15 increase		new hourly		ANNUALIZED (Yourly '2000)	Not included in CTICT19 increase	of 67(67)19	070719 increase, New Hourly	ETIET119 New Annual (with Contingent = .2 FTE for Calculations)	ANNUALIZED (Hourly "2000)	Resson Not Included on Original \$11101 Report	of 7/11/21	of 7711/21	Report, Hourly	Annual (with Contingent = 2 FTE for Calculations)	(Hourly '2000)	09/2621 Increase	Calculated Years of Experience as of 99/90/21	92921 Increase, C	2921 New Annual (with confingent = 2 FTE for Calculations)	09/29/21 New ANNUALIZED (Hourly "2000)	Not included in 12/20/22 Report	Calculated Years of Experience as of 12/29/22	12/39/22 Rate	12/29/22 Annual (with Contingent = 2FTE for Calculations)	122022 AMNUALIZED (Hourly '2000)	Total Yes of Eaper as of 001024	Yrs of Exper prior to HOM		Total Y of Expe as of 2/20/22 01/10/	r	HOM YoS (Current EEs, as of 01/10/24)
Lamport Charyl	Spiritual Care Advisor Grand Rapid	SW 1.0	1.0 11/25/01 00	7/04/21		26.1	23.76	49,420.80	49,420.80		26.1	24.24	50,419.20	50,419.20		27.6	24.73	51,438.40	51,438.40	Hired after	29.6	29.64	24.73	51,438.40	51,438.40	Termed before			52.998.40		Termed before					32.1	10.00			1.1	21.1
Sennink Mark	Spiritual Care Advisor Grand Rapid	SW 1.0	1.0 07/19/21		Hired after					Hired after					Hired after				49.836.80	Hired after							22.8	25.48 24.68	52,998.40	52,998.40 51,334.40		23.99	25.48	52,998.40	52,998.40 51,334.40	25.0	475		2/20/22 2		1.4
Weaver Michael	Spiritual Care Advisor Muskegon	SW 1.0	1.0 09/28/15	_			23.02	47,881.60 41,949.44	47,881.60 52,436.80		7.0	23.49	48,859.20	48,859:20 53,497.60		8.5	23.96	49,836.80 43,663.36	49,838.80 54,579.20		10.5		23.96	43,653.36	49,836.80								24.68	51,334.40		13.0			2/20/22 1		
Essick Robert	opinius Care Advisor - Arcor Central	05 0.0	4.0 0021/0		Hired after	27.6	2521	41,392.44	52,436.80	Hired after	27.6	20.12	42,798.08	53,497.00	Hired after	29.0	20.24	42,003.30	54,579.20		29.2	29.23	26.24	43,663.36 55.411.20	55,411,20		313	27.44	44,977.92 57.075.20	56,222.40 57,075.20		32.51	27.03	44,977.92 57,075.20	56,222.40 57,075.20	33.6	20.00		2/20/22 3 2/20/22 3	2.5 0.7	12.5
Fragers or Fragers	opinius Care Advisor Dearborn	SE 1.0	0.0 0017/21	C COO WA	mined arter	044	0460	40.040.00	51 230.40	Trivio arser	016		10.86176	54.308.80	Termed before					Termed before	20.2	2023	20.04	30,411.20	33(411.20	Termed before	224	27.44	57,075.20	57,075.20	Termed before	3067	27.44	57,075.20	51,015.20	31.7	20.75				1.9
Poster Exception	Spiritual Carle Advisor - Arbor Hospic	SE 0.0	0.2 0630/10 05	544476		24.5	24.03	10,240.00	53,580.80		24.5	20.11	10,001.70	54,662.40	Termed before	***	00.04	44 450 00	55 754 80	Termed before						Termed before					Termed before					30.5	17.00			9.5 3.0	12.5
Augmental state	opinius Care Advisor Aroor Centra	SE 0.0	0.2 120999 00	5/10/20		20.1	2576	53,580,80	53,580.80		20.1	20.20	10,332.40	54,662.40	Termed before	29.0	20.01	11,15236	50,764.80	Termed before						Termed before					Termed before					34.1	10.00				23.0
Ones Unerys	Spiritual Carle Advisor - Arbor Carless	SE 1.0	1.0 012201 05	5/02/15	Mar Andrea	24.0	23.76	23,300.00	53,580.80	How A office	24.0	20.20	54,002.40	54,002.40	Hired after					Hired after						Hired after					Termed before	43.63	27.44	57.075.20	E3 63E 66	30.0	7.00			8.9 7.9	21.9
Posts Stand	Spiritual Care Advisor Children Nor	SE 1.0	1.0 022122	20244	Hired after		04.00	51 584 00	51.584.00	Hired after	00.0		£4.000.00	54.662.40	Fire ourser	***	00.04	55 764 80	55 754 80							Termed before					Termed before	17.67	27.44	57,075.20	51,015.20	10.9	17.04		2/20/22 2		47.3
Mount Descrip	Spiritual Carle Advisor - Arbor Wester	W SE 1.0	1.0 091205 0	11211119		22.3	24.00	51,584.00	51,384.00		22.5	20.20	54,902.40	54,862.40		23.0	20.01	55,764.80	55,411,20	Termed before		22.94	26.64	55.411.20	55.411.20	remes seone	23.2	27.44	57.075.20	57,075,20	Termed before	24.38	27.44	57.075.20	E2 625 66	20.3	10.00			4.4	17.5
Mater Paymon	Spiritual Care Advisor Artor West	9E 0.0	0.2 06/18/18 00	20600	Hired after	12.4	2483	51,230.40	51,230.40	Hired after	19.4	20.11	54,305.80	54,300.00		20.0	20.04	10.861.76	54,308.80	Termed before	22.9	22.94	20.04	30,411.20	33(411.20	Termed before	252	27.44	57,075.20	57,075.20	Termed before	24.30	27.44	57,075.20	51,015.20	254	19.00		2/20/22 2		4.5
None Years	Spiritual Care Advisor - Californi Sou	SE 0.0	0.2 081675	riacian	Hired after					Hired after					Hired after		20.11	74,001.70	34,00000	Hired after						1011003000	174	27.44	11.415.04	57.075.20	Terrino Secure	10.00	22.44	11.416.04	57.075.20	10.0	12.60			3.5 R.R	4.5
Mitabia Danald	Pointed Care Advisor - Advan Safara	95 10	10 06/02/0		11102.000	12.0	16.60	62 227 20	53 227 20	THEO MISS	10.0	20.11	64 909 90	54.308.80	THEO MINE	16.9	26.64	55,411.20	55.411.20	11102 8101	17.9	17.50	20.04	55,411.20	55.411.20		17.6	27.44	57.075.20	57,075.20		1877	27.44	57.075.20	57,075.20	10.0	6.00		2/20/22 1		43.6
Manahrin Jaka	Spiritual Care Advisor Arbor Wester	W 95 10	10 00000			122	25.50	62 227 20	53 227 20		19.9	20.11	54 308 80	54,308.80		14.0	26.64	66 411 20	55,411.20		10.0	10.00	20.04	55,411.20	55,411,20		17.0	27.44	57,075,20	57,075.20		10.70	27.44	57,075.20	57,075.20	10.0	241			B.7 B.3	12.0
Manage Dance	Parities Care Advisor Advan Control	95 00	0.0 001601		Hired after		2229	33,221.20	30,227.20	Hired after		40.11	24,202.00	34,300.00	Hired after		20.04	22(41120	30(41120		12.0	12.67	20.04	11 082 24	55,411,20		12.0	27.44	11.415.04	57,075.20		16.00	27.44	11,415.04	57,075.20	10.1	19.96		2/20/22 1		14.9
College Made	Pointed Care Advisor - Mountain	95 10	10 000000		Hired after					Hired after					Hired after						100	10.00	26.60	53,040,00	53,040,00		111	26.00	64.641.60	54.641.60		1236	26.17	64,641,60	54 641 60	19.4	0.02			2.4	1.0
Imher Tenrify	Snirthal Care Advisor Marresh	SF 0.0	0.2 120417 04	406/29		46	23.50	9.776.00	48 880 00		46	23.50	9.776.00	48.880.00	Termed before					Termed before						Termed before					Termed before					10.6	449		2/20/22	0.5	5.0
Raint Barbal	Spiritual Care Advisor - Californi Stru	SE 10	10 060507	400/13		43	23.00	47.840.00	47,840.00		43	23.46	48 796 80	48,796.80	Terresseure	57	23.93	49 774 40	49 774 40	THE THE CHICKS	78	7.76	23.93	49 774 40	49.774.40	Terries secre	80	24.65	51 222 00	51,272,00	THE THE CHICAGO	9.21	24.65	51 272 00	51,272.00	10.3	366			9.5	5.0
Nother January	Spiritual Care Advisor - Caldwell Not	SF 0.8	0.8 010620 04	R64/22	Hired after				,	Hired after					Hired after		23.84		1001110		26	2.59	23.84	39,669,76	49.587.20		28	24.56	40.867.84	51,084.80		4.04	25.00	41,600.00	52,000.00	51	108			4.0	3.0
White Break	Spiritual Care Advisor Traverse City	NO TC 10	10 090209			16.9	23.00	47.840.00	47.840.00		16.9	23.46	48.796.80	48,796.80		18.4	23.93	49.774.40	49,774.40		20.4	20.37		49,774.40			20.6		51,272.00		_	21.81	24.65	51,272.00		22.9	8.00		2/20/22 2		12.0
Hanan Breaman	Spiritual Care Advisor - Trausersa City	NO TO 0.0	0.2 08/16/10 01	905/20		114	22.47	9.347.52	46,737,60		114	22.92	9.534.72	47,673.60		12.0	23.38	9.726.08	48.630.40	Termed before					10,111	Termed before				10.00	Termed before					17.4	400			5.4	12.4
Jerës Diane	Spiritual Care Advisor Traverse City	NO TC 0.5	0.5 11/16/20		Hired after					Hired after					Hired after						86	8.65	23.38	24.315.20	48.630.40		89	24.09	25.053.60	50 107 20		10.09	24.09	25.053.60	50 107 20	11.2	800		2/20/22 1		2.1
Sundin Frances	Spiritual Care Advisor Albena	NO 0.0	0.2 10/12/15 01	9/14/18		35.2	22.86	9.509.76	47.548.80		35.2	23.32	9.701.12	48.505.60	Termed before					Termed before						Termed before					Termed before	40.19				41.3	33.00		2/20/22 4	0.2	7.2
Sereno Joseph	Spiritual Care Advisor Gaylord	NO 1.0	1.0 03/02/15			27.0	22.86	47,548.80	47,548.80		27.0	23.32	48,505.60	48,505.60		28.5	23.79	49,483.20	49,483.20		30.5	30.52	23.79	49,483.20	49,483.20		30.7	24.51	50,980.80	50,980.80		31.97	24.51	50,980.80	50,980.80	33.0	24.16			2.0	7.8
O'brien Mark	Spiritual Care Advisor Ludington	8.0 OM	0.6 06/06/16			27.0	22.86	28,529.28	47,548.80		27.0	23.32	29,103.36	48,505.60		28.5	23.79	29,689.92	49,483.20		30.5	30.51	23.79	29,689.92	49,483.20		30.7	24.51	30,588.48	50,980.80		31.95	24.51	30,588.48	50,980.80	33.0	25.41			2.0	6.5
Ruby David	Spiritual Care Advisor Charlevoix	NO 1.0	1.0 02/21/22		Hired after					Hired after					Hired after					Hired after						Hired after						23.48	24.51	50,980.80	50,980.80	24.5	22.65	1	2/20/22 2	3.5	0.8
Ross Walter	Spiritual Care Advisor Cadillac	NO 1.0	1.0 08/15/11			24.1	22.86	47,548.80	47,548.80		24.1	23.32	48,505.60	48,505.60		25.6	23.79	49,483.20	49,483.20		27.6	27.64	23.79	49,483.20	49,483.20		27.9	24.51	50,980.80	50,980.80		29.09	24.51	50,980.80	50,980.80	30.1	17.73	1	2/20/22 2	9.1	11.4
Ferguson Pa Kaya	Spiritual Care Advisor Big Rapids	NO 0.6	0.6 02/15/16 01	129/22		21.9	22.86	28,529.28	47,548.80		21.9	23.32	29,103.36	48,505.60		23.4	23.79	29,689.92	49,483.20		25.4	25.41	23.79	29,689.92	49,483.20		25.6	24.51	30,588.48	50,980.80		26.85	23.79	29,689.92	49,483.20	27.9	20.00	1	2/20/22 2	6.8	6.8
Hartman Stu Martha	Spiritual Care Advisor Alpena	NO 1.0	1.0 01/19/99			21.0	22.86	47,548.80	47,548.80		21.0	23.32	48,505.60	48,505.60		22.5	23.79	49,483.20	49,483.20		24.5	24.49	23.79	49,483.20	49,483.20		24.7	24.51	50,980.80	50,980.80		25.93	24.51	50,980.80	50,980.80	27.0	2.00	1	2/20/22 2	5.9	23.9
Hofman Laura	Spiritual Care Advisor Alpena	NO 0.0	0.2 01/28/19 01	1/28/19	Hired after					Hired after						18.7	23.79	9,896.64	49,483.20	Termed before						Termed before					Termed before					23.2	18.25	1	2/20/22 2	2.1	3.9
Krause Kenneth	Spiritual Care Advisor Big Rapids	NO 0.0	0.2 06/11/12 05	5/23/21		11.6	22.47	9,347.52	46,737.60		11.6	22.92	9,534.72	47,673.60		13.1	23.38	9,726.08	48,630.40	Termed before						Termed before					Termed before					17.6	6.00	1	2/20/22 1	6.5	10.5
Datema Steven	Spiritual Care Advisor Gaylord	NO 0.0	0.2 06/04/18 01	129/22	Hired after					Hired after						13.0	22.92	9,534.72	47,673.60		15.0	15.02	23.38	9,726.08	48,630.40		15.2	24.09	10,021.44	50,107.20		16.47	24.51	10,196.16	50,980.80	17.5	11.92		2/20/22 1	6.5	4.5
Bass Andrea	Spiritual Care Advisor Big Rapids	NO 0.6	0.6 10/17/22		Hired after					Hired after					Hired after					Hired after						Hired after						6.10	23.00	28,704.00	47,840.00	7.2	5.92	1	2/20/22	6.1	0.2